



**To:** Joint Task Force on Statewide Educator Salary Schedules  
**From:** Jackie Olsen, Executive Director of Oregon Association of School Business Officials  
**Subject:** Feedback on Interim Report  
**Date:** January 31, 2024

Members of the Task Force:

Recently we surveyed our members regarding the potential for Statewide Salary Schedules about the impact this would have. We heard back from many school business officials and received over 60 responses from both school districts and Education Service Districts (ESDs) ranging from small to large, rural, suburban, and urban - covering a representative sample of the state.

The Interim Summary provide a clear picture on the work that has been completed so far and highlighted some of the benefits and challenges.

Feedback on the Interim Summary is included below:

- Only school districts are mentioned throughout the documents. There were a number of questions/comments on whether or not ESDs or Charter Schools would be grouped into this process.
- The overall task of creating a Statewide Salary Schedule seems daunting and if this concept were to move forward, recommendations have been made to start with only one employee group, preferably licensed staff.
- If a Statewide Salary Schedule was implemented, there are a large number of concerns over how this would be funded. Districts and ESDs both shared that there would have to be a direct commitment from the Legislature on how to fund a change of this magnitude. Funds that are appropriated through the State School Fund formula do not usually align with calculations from either the QEM or CSL.
- A Statewide Salary Schedule address only one aspect of the financial components related to language in Collective Bargaining Agreements. Other factors that need to be considered include:
  - The number of work days and/or student contact days
    - Some districts have a five-day school week, while others have four.
    - Some districts have additional breaks or longer breaks through the year. There are many variances around Thanksgiving, winter breaks, and even spring break.
    - The number of paid holidays is also considered a negotiated benefit.
  - PERS
    - Rates vary from district to district and are calculated as a percentage of payroll. In reviewing rates for the 2023-2025 biennium, districts are paying anywhere from 0% to 25.03% depending on whether they have a side account or not.
  - Health Insurance
    - Many districts are part of OEBB, but there are some that are not.
    - Districts have the ability to offer tiered or composite rates
    - The overall contribution to Health Insurance varies greatly across the state.
  - Other compensation
    - Many districts offer stipends, extended contracts, or even additional contracted days for work that may be specific to certain positions.

- Without understanding of what positions a Statewide Salary Schedule would cover, there are concerns on how all of the other pay would be addressed.
- The largest concern by far was the loss of local control.

We would like to thank the committee for the time they have dedicated to this project so far. I would be happy to help answer any follow up questions you may have.